

Notice on Privacy for Applicants Responding to Job Opportunities

The Menarini France Laboratories wish to inform you that your data, collected via our website (hereinafter referred to as the "Website"), via our form ("Applications – Submit your application"), or via any other means, is processed in accordance with the legislation in force regarding data protection (Regulation (EU) 2016/679, hereinafter referred to as the "GDPR" for General Data Protection Regulation) and our Website's [Privacy Policy](#).

1. Data Controller and Data Protection Officer (DPO)

The Data Controller is the **Menarini France Laboratory**, located at **Immeuble MENARINI, 1 rue du Jura, BP 40528, 94633 Rungis Cedex, FRANCE** (hereinafter referred to as the "Data Controller").

You can contact the Data Controller via the following email address: dpl@menarini.fr.

You can contact the Data Protection Officer (DPO) via the following email address: dpo@menarini.com.

2. Categories of data collected and processed

With your consent, we process the basic and sensitive personal data that you communicate to us when you submit your documents via mail, via the form on our Website ("Applications – Submit your application"), or via hand delivery in the context of an interview or meeting. This data notably includes your last name and first name, your contact information, information on your current employment, your professional qualifications and diplomas, your skills and experience, your resume, any other information you decide to submit, as well as any data that the Data Controller may obtain, including via third parties, in the context of these operations (hereinafter referred to as the "Data").

The Data Controller may process this Data without your prior consent in order to comply with its legal obligations (resulting from laws, regulations, and legislation under the European Union), to exercise its rights in the context of legal proceedings, to pursue its own legitimate interests, and in all cases provided for under Articles 6 and 9 of the GDPR, where necessary.

Data is processed both digitally and manually (on paper), and in all cases implies the implementation of security measures provided for by the law in force.

3. Why and how we process your personal data

Data is processed with the sole aim of examining the applications received and assessing whether applicants are compatible with the job opportunity in question, in accordance with Articles 6.1.(a), 9.2.(a), and 9.2.(b) of the GDPR.

Personal data is entered into our IT systems in compliance with data protection laws, including aspects regarding security and privacy, and in accordance with lawful, fair, and transparent processing principles.

We retain and store your Data for a period of two (2) years from receipt of your application, in order to assess your compatibility with our job opportunities or for a potential future collaboration. Your Data is deleted at the end of this period.

All your Data is processed, whether digitally or manually (on paper), in compliance with an appropriate level of security and privacy.

4. Persons to whom access to your Data has been granted

Your Data is processed both digitally and manually (on paper). It is made accessible to the teams under the Data Controller authorized to process personal data and their managers; HR personnel; teams under the Departments concerned by your application; technical, IT, and administrative teams; as well as any other personnel required to process data in the context of their duties.

Your Data may also be made accessible in countries outside the European Union (hereinafter referred to as "Non-EU Countries"), to: (i) public organizations, institutions, and authorities, for institutional purposes; (ii) professionals, independent consultants (working individually or under a partnership), and other third parties and service providers who may provide the commercial, professional, or technical services required to operate the Website (e.g., IT or Cloud services), for the above-mentioned purposes; (iii) third parties in the case of mergers, acquisitions, or sales of companies (or subsidiaries relating thereto), audits, or other extraordinary operations; (iv) supervisory boards, located at the same address as the Data Controller, in the context of supervisory operations and in application of the Menarini Group Code of Conduct, in accordance with Article 6.1.(f) and Recital 48 of the GDPR.

The recipients mentioned only receive the Data necessary to perform their duties, and must duly undertake to only process this Data within the context of the above-mentioned purposes and in accordance with data protection laws. Your Data may also be made accessible to other legitimate recipients, identified by the laws in force, on an ad hoc basis. Notwithstanding the foregoing, the Data must not be disseminated nor communicated to third parties, whether natural persons or legal entities, which do not perform a commercial, professional, nor technical duty on behalf of the Data Controller. Individuals receiving this Data must process it, where applicable, in their capacity as a Data Controller, subcontractor, or person authorized to process personal data, for the above-mentioned purposes and in accordance with data protection laws. Regarding the transfer of data outside the European Union, including in countries where the laws do not guarantee the same level of protection regarding the privacy of personal data as the European legislation, we hereby inform you that such transfer shall, in all cases, comply with the methods authorized by the GDPR, including, for example, those relating to the confirmation of your consent and the adoption of the European Commission's Standard Contractual Clauses, by opting for parties adhering to international programs for the free movement of data, and/or by operating in countries considered safe by the European Commission.

5. Your rights

You can exercise the rights provided for under Articles 15 to 22 of the GDPR, at any time, by contacting the Data Controller at the address mentioned in paragraph 1 or via the "[Contact Us](#)" form. These rights include the right to obtain an up-to-date list of persons to whom access to your Data has been granted; the right to

obtain confirmation of the existence of personal data concerning you so as to verify its content, origin, exactitude, and location (including, where applicable, Non-EU Countries where the Data may be located); the right to request a copy thereof; the right to request a rectification; and, in the context of the cases provided for in the GDPR, the right to request the restriction of such processing; the right to request the erasure of such Data; and the right to object to direct contact (limited to certain means of communication).

It is also possible to submit claims to the French Data Protection Authority (CNIL: *Commission Nationale de l'Informatique et des Libertés*) and to report observations on specific uses of the Data to the DPO, regarding particular personal situations deemed incorrect or unjustified in light of the actual relationship. You have the right to withdraw your consent at any time. However, such withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.